

MINI BOOK • AI-VULNERABILITY

FROM EXPOSED TO UNSTOPPABLE

An honest look at AI exposure, task by task — and how to turn a vulnerability map into an automation map that works for you.

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TASKS, NOT JOBS

1

THE END OF JOBS? NO — THE END OF TASK BUNDLES

Every profession is a bundle of tasks. AI does not apply for your job — it applies for your tasks, one by one.

Labor economist David Autor has shown why automation anxiety keeps misfiring: technology rarely eliminates occupations, it **recomposes** them. The bank teller survived the ATM — by shifting from counting cash to advising customers. What changes is the bundle: which tasks remain, which get automated, and which new ones appear around the technology.

Theory: Autor (2015), task-based framework: occupations = bundles of tasks with different automation potential. Frey & Osborne (2013) ranked occupations by computerisation probability — useful provocation, but the task lens has proven more accurate.

This is why the right question is never “will AI take my job?” but “**which of my tasks are exposed — and what do I do with the hours that frees?**” That question can be answered with data, task by task. The rest of this book shows how.

RECENT EVIDENCE

Eloundou et al. (2023), “GPTs are GPTs”: about 80 % of US workers have at least 10 % of their tasks exposed to LLMs, and ~19 % have half or more. Exposure is broad — but it is task-level, not job-level.

EXPOSURE ≠ REPLACEMENT

2

EXPOSURE IS NOT REPLACEMENT

An exposed task has two futures: it gets automated away from you — or amplified with you. The difference is who moves first.

“Exposure” only means AI *can* perform a meaningful share of a task. What happens next depends on the nature of the task and the choice of the person: routine drafting may be handed over entirely (**automation**), while analysis, planning and customer work typically become faster and better with a human in the loop (**augmentation**).

RECENT EVIDENCE

Anthropic Economic Index (2025): real-world AI usage data across occupations shows usage concentrated in a minority of tasks, with **augmentation dominating when professionals use AI in their own work** (Claude.ai 52 % vs 45 %) — while enterprise API traffic leans to automation. The frontier is jagged: adjacent tasks can differ radically in exposure (Dell'Acqua et al. 2023).

The practical consequence: a high exposure score is not a threat verdict. It is an inventory of **where the leverage lies**. The professions that lose are not the exposed ones — they are the ones that never look.

“Exposure tells you where AI can work. It does not tell you who captures the value. That part is a decision.”

THE MATRIX

3

MEASURE YOURSELF: THE VULNERABILITY MATRIX

No fabricated numbers: your own task list and your own hours are the data.

The GMB diagnosis maps every recurring task on two axes — **time volume** (hours per week) and **AI exposure** (how much of the task current tools can perform) — producing four blocks:

Block	Profile	Move
Automate	High volume · high exposure · low judgement	Hand over first — reclaim the hours
Augment	High volume · high exposure · high judgement	AI drafts, you decide — quality and speed
Anchor	Human-critical: trust, relationships, responsibility	Invest — this is your growing edge
Watch	Low volume or low exposure today	Re-score quarterly — the frontier moves

Two indices summarise the picture: the **vulnerability index** (share of hours in exposed blocks) and the **turn index** (share of exposed hours you have already converted into automation or augmentation). The first describes risk; the second describes progress.

BASELINE

4

THE BASELINE: WHAT THE DATA SAYS ABOUT YOUR FIELD

Self-assessment gains power when it is anchored to occupation-level data.

The GMB baseline maps **22 occupational categories** against published exposure research and real usage data — from Eloundou et al.'s task exposure estimates to the Anthropic Economic Index's observed usage. It answers two questions: how exposed is work *like yours* in general, and how does *your* matrix compare?

The gap is where the insight lives. Scoring far below your field's baseline usually means unclaimed leverage — hours your peers are already freeing. Scoring above it means you are ahead: the question becomes what you do with the advantage.

Method note: baseline figures are index values from research and usage corpora — not verdicts about individuals. The matrix (chapter 3) always overrides the baseline: your work as it actually is beats any category average.

“The baseline tells you what is typical. Your matrix tells you what is true.”

UPDATE 2026

Anthropic Economic Index (Jan & June 2026): analysis of two million real conversations shows AI now delivers its **largest gains on complex, higher-skill tasks** — not routine work — with usage still concentrated (computer & mathematical tasks: 34 % of consumer, 46 % of enterprise use). The new **observed exposure** measure combines capability with real usage. And Stanford's “Canaries in the Coal Mine” (Brynjolfsson, Chandar & Chen 2025) finds employment declines for **ages 22–25 in high-exposure occupations** — reviews note the evidence is still contested (Hamilton Project 2026), but the window for deliberate positioning is real either way.

THE TURN

5

THE TURN: FROM VULNERABILITY MAP TO LEVERAGE MAP

Read one way, the matrix is a threat report. Read the other way, it is the best productivity plan you will ever get.

Every hour in the Automate block is an hour available for the Anchor block — the work that clients actually pay premium for: judgement, relationships, responsibility. The turn is arithmetic, not rhetoric: a professional with 12 exposed hours per week who converts eight of them has gained a full working day for high-value work — every week.

RECENT EVIDENCE

Brynjolfsson, Li & Raymond (QJE 2025): AI assistance lifted productivity 15 % on average and up to 30 % for the least experienced — the gains went to those who used the tools, not those who feared them. The turn rewards movement.

This is also why the diagnosis must never be delivered as a fear exercise. The deliverable is a **turn plan**: which tasks to hand over this month, which to augment this quarter, and which anchor skills to deepen with the freed time.

THREE STRATEGIES

6

AUTOMATE, AUGMENT, ANCHOR

Three moves cover every cell of the matrix — and the third one is the career strategy.

Automate what is high-volume and low-judgement: reporting, formatting, routine drafting, data collection. Do it deliberately — with quality checks — rather than letting it happen to you.

Augment what is high-judgement: let AI draft, research and prepare, while you decide, refine and take responsibility. This is where the +15–40 % quality and speed gains live.

Anchor on what stays human. Labor economics is unambiguous here: as cognitive routine automates, the premium shifts to social and coordination skills — trust, negotiation, leadership, care.

Theory: Deming (2017, QJE): social-skill-intensive occupations grew fastest and pay a rising premium. Polanyi (1966): the tacit, relational core of expertise is precisely what does not transfer to tools.

“Automation decides what machines do. Anchoring decides what you become.”

CULTURE

7

MAKE IT SAFE TO BE EXPOSED

The diagnosis fails in exactly one condition: when people are afraid to answer honestly.

If a high exposure score feels like a redundancy notice, every self-assessment will be gamed downward — and the organisation will plan on fiction. The prerequisite for honest data is a credible promise: **exposure leads to investment, not elimination.** Freed hours are reinvested in anchor work and new capability, visibly.

RECENT EVIDENCE

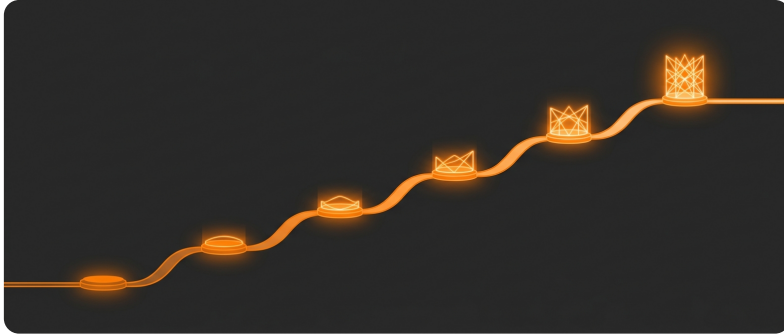
MIT NANDA (2025): ~95 % of enterprise GenAI pilots deliver no measurable benefit — the “learning gap”, not the models. **KPMG–Univ. of Melbourne (2025, n=48,340):** 57 % of workers hide their AI use from their employer. Fear produces hidden usage and false data; safety produces learning. **Edmondson (1999)** named the mechanism decades ago.

Practically: run the diagnosis as a development tool owned by the person, share matrices voluntarily, and celebrate the first automations publicly. The goal is a culture where “I automated a third of my week” is a bragging right.

PROCESS

8

THE DIAGNOSIS IN SIX STEPS



From first workshop to a living rhythm — recommendation: start within a month, while the window is open.

1

Kickoff & task inventory

WEEK 0

Each participant lists recurring tasks and weekly hours — the raw material of the matrix.

2

Exposure scoring

WEEK 1

Tasks scored against current AI capability — calibrated with the 22-category baseline, not guesswork.

3

Matrix & indices

WEEK 1

The 4-block matrix, vulnerability index and turn index — the honest picture, person by person.

4

Turn plan

WEEK 2

Automate / augment / anchor decisions with owners and dates — the map turned into leverage.

5

First automations

MO 1-2

The highest-volume exposed tasks converted first — visible wins fund the culture.

6

Re-score rhythm

QUARTERLY

The frontier moves; the matrix is re-scored quarterly and the turn index tracked like a KPI.

SUMMARY

SEVEN PRINCIPLES

1. **Think in tasks, not jobs.**
Occupations survive; task bundles change. (*Autor*)
2. **Exposure is not replacement.**
Most exposed hours are augmentation opportunities.
3. **Your answers are the data.** No fabricated scores — the matrix is built from your own work.
4. **Anchor on durable human skills.** Judgement, trust and relationships gain value as tasks automate. (*Deming*)
5. **Turn the map.** Every exposed hour is a freed hour — if you claim it first.
6. **Move on three horizons.** Quick wins now, capability in 6 months, position in 2 years.
7. **Make it safe to be exposed.** Psychological safety decides whether people report honestly. (*Edmondson*)



“The most dangerous position is not high exposure. It is not knowing your exposure.”

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GMB method base: AI-Vulnerability Diagnosis (4-block matrix, vulnerability & turn index, 22-category baseline, MSTC & Life Skills linkage, 3-horizon actions).

Added 16 July 2026: Anthropic Economic Index, 4th report (Jan 2026) and "Cadences" (June 2026), anthropic.com/research/economic-index-june-2026-report; observed exposure: anthropic.com/research/labor-market-impacts · Federal Reserve Bank of Dallas (24 Feb 2026): AI is simultaneously aiding and replacing workers, dallasfed.org · Brynjolfsson, Chandar & Chen (2025). Canaries in the Coal Mine, digitaleconomy.stanford.edu · Hamilton Project / Kolko (2026): review — evidence contested, hamiltonproject.org · KPMG–Univ. of Melbourne (2025). Trust in AI (n=48,340): 57 % hide AI use.

Note: This mini book is the master version in the GMB product series. Theory references are real sources. Illustrations: Gemini & FAL.AI, GMB style lock. Client versions are tailored separately (gmb-minikirja skill).

AI will not take your job. It will take tasks — and the only question is whether you hand them over on your terms.

Eight chapters on task-level AI exposure: why occupations survive but task bundles change, how to measure your own exposure without fear or hype, and how the vulnerability map becomes your leverage map — with a six-step diagnostic process.



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SAMPLE DELIVERABLE (demo) · 2026

About This Material

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This material is part of the Skills Pathfinder learning ecosystem developed by GrowthMindsetBuilder. It presents one or more human skills in a concise, practical format for learning, reflection and training.

It may be used as a standalone learning resource, but it is not a complete course. The broader learning experience—including facilitated activities, practice, feedback and progression—lives within the programmes and client projects from which this material was developed.

RESEARCH FOUNDATION

Skills Pathfinder profiles and frameworks synthesize extensive research, international models and established good practices. They bring together multiple perspectives to make complex ideas accessible and useful in real-life learning and development.

No individual model or study provides a complete answer. Skills Pathfinder should therefore be understood as an evidence-informed framework for reflection and growth—not as a universal or final definition of human capability.

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